

INTERMOUNTAIN REGION

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# CARLSBAD CAVERNS NATIONAL PARK

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## FISCAL YEAR 2002 ANNUAL PERFORMANCE REPORT



APPROVED BY:

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/s/ Mary Gibson Scott (authenticated by Dianne White) – January 10, 2003

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Mary Gibson Scott, Superintendent  
Carlsbad Caverns National Park

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# BACKGROUND

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This annual performance report is in response to the Government Performance and Results Act of 1993 (GPRA). The GPRA mandated a new way of doing business in the Federal government. The Act clearly articulates a roadmap directing specific milestones: improving program efficiency and effectiveness, articulating spending accountability to the American people; and promoting a new focus on results, service quality, and customer satisfaction.

The National Park Service (NPS) prepared a servicewide strategic plan, that provided the framework and direction needed to comply with this new mandate. Four goal categories were developed to provide basic direction to develop individual strategic plans for each unit of the National Park System.

## **Goal Category I: Preserve Park Resources**

The mission and long-term goals in Goal Category I are inclusive of the mandate regarding parks in the National Park Service Organic Act:

*“...to conserve the scenery and the natural and historic objects and the wild life therein...”*

Subsequent legislation reinforced and expanded this mission. All NPS goals that deal with resource preservation in parks and the acquisition of knowledge from and about the resources to meet this mandate are appropriate to this category.

## **Goal Category II: Provide for the Public Enjoyment and Visitor Experience of Parks**

The mission and long-term goals in Goal Category embrace the mandate in the NPS Organic Act:

*“...to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations.”*

Subsequent legislation reinforced and expanded this mission. All NPS effort for visitor satisfaction, enjoyment, safety appreciation, and understanding of park resources and facilities is appropriate to this category.

## **Goal Category III: Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners**

The legislated formal partnerships in historic preservation, nationally significant natural resource, recreation, and conservation help fulfill the National Park Service’s mission. They extend the NPS mission to non-NPS units.

## **Goal Category IV: Ensure Organizational Effectiveness**

The goals in Goal Category IV support the National Park Service mission. This category generally relates to efficient and effective governmental processes rather than to the results of those processes. These goals measure workplace standards such as diversity and competency levels, as well as program efficiencies, such as accuracy of construction cost estimates.

Goals in Category IV are the ways that the National Park Service has chosen to better accomplish its mission of protecting park resource, providing for visitor understanding and enjoyment, and assisting others in preserving their resources and the enjoyment of these resources by their constituents.

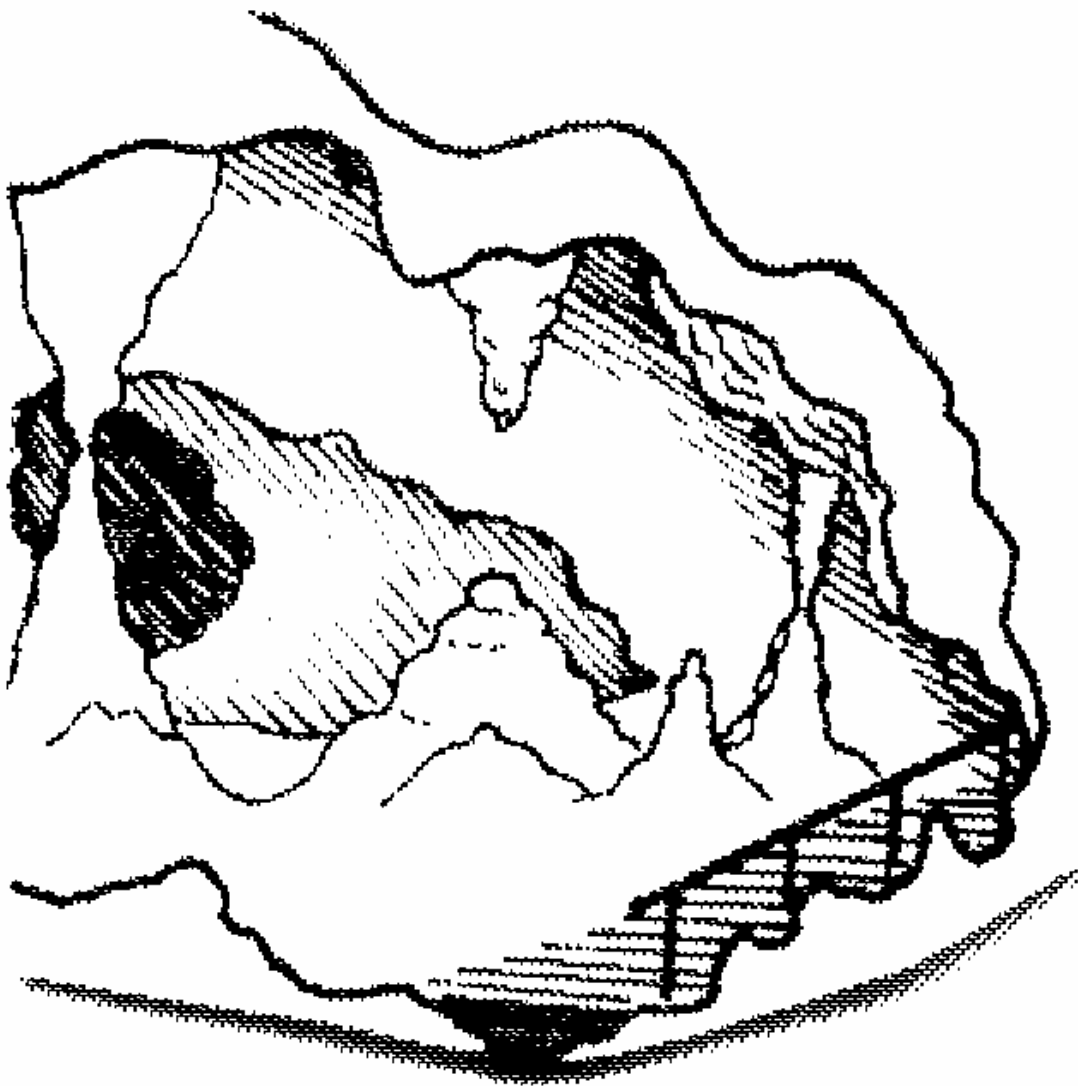
### **Carlsbad Caverns National Park Goals**

Using the four goal categories listed above the National Park Service developed a five-year strategic plan with long-term goals designed to achieve the mission goals of the NPS. Annual goals are the increments that show a park's progress toward achieving the long-term goals. This report is the Fiscal Year 2002 achievements for Carlsbad Caverns National Park.

# PARK MISSION STATEMENT

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Conserve park resources and provide for understanding, appreciation, and enjoyment of those resources for the present and future generations while fostering a personally fulfilling, safe and productive work environment.



# PARK PURPOSE

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The purpose of Carlsbad Caverns National Park are the reasons the park was established and set aside as a unit of the National Park System. Purpose statements represent commonly held beliefs grounded in the legislation that established the park, the related legislative history, and subsequent supporting documentation. The following purpose statements provide the foundation for determining what is appropriate in the park.

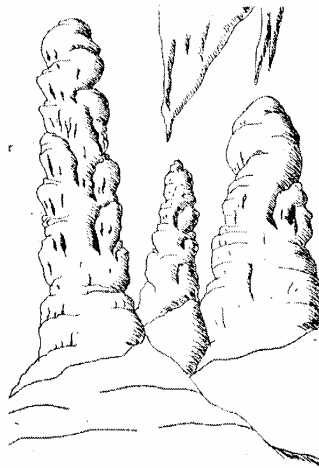
- Preserve and protect cave resources, the Chihuahuan Desert ecosystem, and the Capitan Reef in Carlsbad Caverns National Park, as well as associated natural and cultural resources.
- Provide a range of opportunities for public use, enjoyment, and understanding, while minimizing impacts on park resources and natural processes.
- Facilitate research to provide a continuum of information in support of park interpretation and management decision, and the general body of scientific knowledge.

# PARK SIGNIFICANCE

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The significance statements for Carlsbad Caverns National Park explain why the park is important to our natural and cultural heritage. They identify the resources and values that must be preserved to accomplish the park's purposes. Together with the purpose statements, the significance statements establish the foundation for how the park should be managed and used:

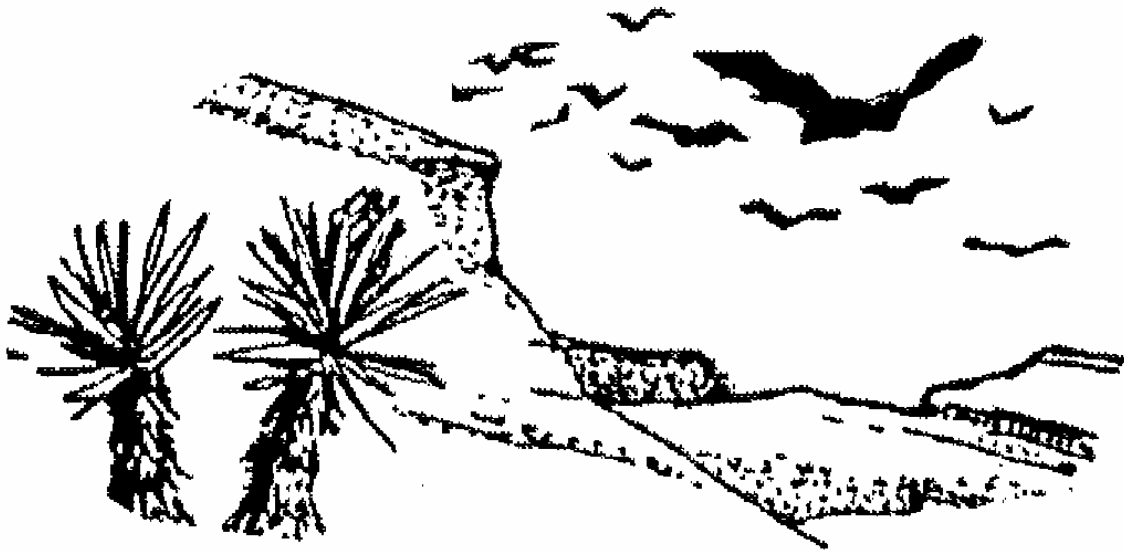
- Carlsbad Caverns, a World Heritage Site, contains large caves of world-class importance that have beautiful and diverse speleothems (cave formations); the Big Room in Carlsbad Cavern is the largest, most easily accessible chamber in North America.
- Lechuguilla Cave is the deepest and third longest limestone cave in the United States; it contains speleothems and microbes found nowhere else in the world. The Capitan Reef has exceptional potential for additional cave discovery, exploration, and research.
- Carlsbad Caverns National Park preserves a portion of the Capitan Reef - one of the best preserved, exposed Permian age fossil reefs in the world. The park's caves and canyons provide visitors with unique opportunities to view this reef from both the inside and out.
- The park contains one of the few protected portions of the northern Chihuahuan Desert ecosystem.
- Carlsbad Cavern has a world-famous colony of migratory Mexican free-tailed bats.
- Many species of plants and animals in the park are at the limits of their geographic distribution, including the northern most, and one of the largest, colonies of migratory cave swallows in the United States.
- Guadalupe Mountain caves, including those in the park, collectively contain one of the continent's most diverse and undisturbed assemblages of extinct Pleistocene age fauna.
- The park's cultural resources represent a long and varied continuum of human use starting in prehistoric times and illustrating many adaptations to this desert environment.
- The Capitan Reef provides extraordinary scenic vistas, both from the top of the escarpment and from the rugged canyons below; the quality of these vistas depends on excellent air quality.



## GOAL CATEGORY I

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### PRESERVE PARK RESOURCES





# FIRE MANAGEMENT

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## **NPS Servicewide Mission Goal Ia0**

By September 30, 2005 natural and cultural resources and associated values are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.

## **Park Long-Term Goal Ia0**

By September 30, 2005, natural fire regimes are restored to 500 (1%) of 47,000 acres of the Carlsbad Caverns National Park ecosystem as prescribed by the 2002 Fire Management Plan.

## **Park Annual Goal Ia0**

By September 30, 2002, natural fire regimes are restored to 500 (1%) of 47,000 acres of the Carlsbad Caverns National Park ecosystem as prescribed by the 2002 Fire Management Plan.

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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The park tabled efforts toward prescribed burning pending the completion of a new fire management plan (FMP). Staff spent a great deal of time working to complete products in preparation for the FMP effort, including:

- all staff participates on continuing basis in the FMP planning and compliance effort
- prepared fire history maps in GIS
- edited FMP scoping brochures, posters
- began work on FMP biological assessment for T&E
- prepared Congressional notification letters
- prepared EIS NOI submission package

# DISTURBED LAND RESTORATION

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## **NPS Servicewide Mission Goal Ia1A**

By September 30, 2005, 10.1% of targeted parklands, disturbed by development or agriculture, as of 1999 (22,500 or 222,300 acres) are restored.

## **Park Long-Term Goal Ia1A**

By September 30, 2005, nine (10%) of approximately 90 acres of targeted lands within Carlsbad Caverns National Park, which were disturbed by physical development (as of 1999) will be restored.

## **Park Annual Goal Ia1A (CAVE 1)**

By September 30, 2002, three (3%) of approximately 90 acres of targeted lands within Carlsbad Caverns National Park, which were disturbed by physical development (as of 1999) will be restored.

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### ACHIEVEMENTS

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Goal was not achieved

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### ACCOMPLISHMENTS

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The park has not adequately identified disturbed parklands that meet this criteria. Park priorities have targeted other areas for emphasis and plan on addressing this goal at a later date.

# EXOTIC PLANT MANAGEMENT

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## **NPS Servicewide Mission Goal Ia1B**

By September 30, 2005, exotic vegetation on 6.3% of targeted acres of parkland (167,500 of 2,656,700 acres) is contained.

## **Park Long-Term Goal Ia1B**

By September 30, 2005, exotic plants on 12 (10%) of approximately 120 acres of targeted lands (with exotic plants) within Carlsbad Caverns National Park, will be treated and the exotic plants will be contained.

## **Park Annual Goal Ia1B (CAVE 2)**

By September 30, 2002, exotic plants on four (3%) of approximately 120 acres of targeted lands (with exotic plants) within Carlsbad Caverns National Park, will be treated and the exotic plants will be contained.

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### ACHIEVEMENTS

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Goal was achieved. \$108,000 and 1.7 FTE were used.

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### ACCOMPLISHMENTS

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“Targeted lands” in the park have not been officially identified. The park continued its ongoing program of exotic plant treatment, using volunteers, park staff and the Exotic Plant Management Team to work on the highest priority exotics. Work included:

- mechanical treatments:
  - hand-pulling annuals
  - digging out selected shallow-rooted perennials
- chemical treatments:
  - herbicide treatments of deep-rooted perennials
- education and outreach:
  - giving numerous weed talks for public and staff

Continued to supervise the Exotic Plant Management Team Coordinator and help coordinate the EPMT operation.

# THREATENED AND ENDANGERED SPECIES

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## **NPS Servicewide Mission Goal Ia2**

By September 30, 2005, 14.4% of the 1999 identified park populations (64 of 442) of federally listed threatened and endangered species with critical habitat on park lands or requiring NPS recovery actions have an improved status, and an additional 20.5 (91 of 442) have stable populations.

## **Park Long-Term Goal Ia2**

By September 30, 2005, all (100%) of the federally threatened Lee's pincushion cactus population within Carlsbad Caverns National Park is determined to be stable.

## **Park Annual Goal Ia2 (CAVE 3)**

By September 30, 2001, all (100%) of the federally threatened Lee's pincushion cactus population within Carlsbad Caverns National Park is determined to be stable.

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### ACHIEVEMENTS

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Goal was achieved. \$40,000 and 0.4 FTE were used.

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### ACCOMPLISHMENTS

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The park has postponed efforts at inventory mapping and monitoring its federally listed cacti pending the results of taxonomic studies and field identification protocols being developed. We have been working with a cactus taxonomy expert hired with a National Wildlife Federation matching grant to help us determine which federally listed cactus varieties we have and how to identify them in the field. Without this information, the other work plans above aren't very productive.

- Work is continuing on developing protocols for field surveys and monitoring
- Field identification techniques are being developed

# SPECIES OF SPECIAL CONCERN

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## **NPS Servicewide Mission Goal Ia2X**

By September 30, 2005, 63% of populations of plant and animal species of special concern are at scientifically acceptable levels.

## **Park Long-Term Goal Ia2X**

By September 30, 2005, five of eight species of concern or targeted state-listed endangered species within Carlsbad Caverns National Park (Bell's Vireo, Mexican free-tailed bat, cave swallow, mountain lion, mule deer, gray-banded kingsnake, fringed myotis bat and greenthroat darter) are surveyed for population status and determined to be at scientifically acceptable levels.

## **Park Annual Goal Ia2X (CAVE 4)**

By September 30, 2002, two (25%) of eight species of concern or targeted state-listed endangered species within Carlsbad Caverns National Park (Bell's Vireo, Mexican free-tailed bat, cave swallow, mountain lion, mule deer, gray-banded kingsnake, fringed myotis bat and greenthroat darter) are surveyed for population status and determined to be at scientifically acceptable levels.

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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The park has worked on projects relating to all of the eight identified species. Monitoring and inventorying will help to develop a workable plan for establishing the scientific levels of each species.

- Bell's vireo: nest monitoring in and outside the park, preparing GPS, GIS maps; trapping and removing parasitic cowbirds; attending species-oriented scientific meetings
- Mexican free-tailed bat: monitoring dispersal patterns with night vision scope; acoustical monitoring of bats; photomonitoring to evaluate colony size and long-term trends (Adopt-A-Bat grant); winter roosting surveys in Mexico (cooperatively with Auburn University and Centro Interdisciplinario de Investigación para el Desarrollo Integral Regional); funding requests for thermal infra-red monitoring
- cave swallow: long-term monitoring by private researcher, volunteers and some staff continued; the park funded a biotech to enter the data into computer database (ongoing) for analysis
- mountain lion (cougar): DNA monitoring using hair snares, cooperative DNA studies with New Mexico Game and Fish Department

- gray-banded kingsnake: newly state-listed endangered; park is participating in advisory committee with New Mexico Game and Fish Department to develop a recovery plan
- fringed myotis (bat): acoustical monitoring of fringed myotis and other bats in Carlsbad Cavern and other park areas
- greenthroat darter: monitoring of relative abundance of greenthroat darters and other fish; eliminating exotic fish that are consuming greenthroats; working to protect greenthroat habitat during flume cleaning operations

# AIR QUALITY IN CLASS I PARKS

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## **NPS Servicewide Mission Goal Ia3**

By September 30, 2005, air quality in at least 70% of reporting park areas has remained stable or improves.

## **Park Long-Term Goal Ia3**

By September 30, 2005, air quality in Carlsbad Caverns National Park, which is a Class I air quality area, improves or does not degrade from 1998 baseline conditions.

## **Park Annual Goal Ia3 (CAVE 35)**

By September 30, 2002, air quality in Carlsbad Caverns National Park, which is a Class I air quality area, improves or does not degrade from 1997 baseline conditions.

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### ACHIEVEMENTS

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Goal achieved. No dollars or FTE were used to accomplish this goal.

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### ACCOMPLISHMENTS

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Carlsbad Caverns National Park does not have air quality monitoring equipment or protocols in place. The park relies on the monitoring at a nearby park to determine any degradation. None was detected.

# WATER QUALITY

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## **NPS Servicewide Mission Goal Ia4**

By September 30, 2005, 85% of Park units will have unimpaired water quality.

## **Park Long-Term Goal Ia4**

By September 30, 2005, Carlsbad Caverns National Park has unimpaired water quality.

## **Park Annual Goal Ia4 (CAVE 5)**

By September 30, 2002, Carlsbad Caverns National Park has unimpaired water quality.

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### ACHIEVEMENTS

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Goal was achieved using \$75,000 and 0.8 FTE.

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### ACCOMPLISHMENTS

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Vegetation and potential pollution vectors were controlled at the Rattlesnake Springs and well house.

The water system was maintained, monitored and operated in accordance with NPS, U.S. Public Health Service and state environmental department regulations.



# HISTORIC STRUCTURES

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## **NPS Servicewide Mission Goal Ia5**

By September 30, 2005, 50% (12,113 of 24,225 structures) of the historic structures on the 1999 List of Classified Structures are in good condition.

## **Park Long-Term Goal Ia5**

By September 30, 2005, 20 (67%) of the 30 Carlsbad Caverns National Park historic structures on the 1999 NPS List of Classified Structures (LCS) are in good condition.

## **Park Annual Goal Ia5 (CAVE 6)**

By September 30, 2002, 17 (57%) of the 30 Carlsbad Caverns National Park historic structures on the 1999 NPS List of Classified Structures (LCS) are in good condition.

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### ACHIEVEMENTS

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Goal was achieved. \$47,000 and 0.8 FTE were used.

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### ACCOMPLISHMENTS

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All Section 106 and other compliance on all historic structures was completed.

Routine maintenance work, including some roof repairs, took place on some of the historic structures.

A termite protection plan was drafted for treatment of a number of the historic buildings. The draft plan is in the final review process.

# PARK MUSEUM COLLECTIONS

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## **NPS Servicewide Mission Goal Ia6**

By September 30, 2005, 73.4% of preservation and protection conditions for park museum collections are met.

## **Park Long-Term Goal Ia6**

By September 30, 2005, 108 (81%) of 134 preservation and protection standards for Carlsbad Caverns National Park's museum collection are met.

## **Park Annual Goal Ia6 (CAVE 7)**

By September 30, 2002, 201 (83%) of 241 preservation and protection standards for Carlsbad Caverns National Park's museum collection are met.

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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As of March 1, 2002, 118 (84.89%) of 139 applicable standards were met. Note: The number of applicable standards changed due to a change in museum storage areas, museum offices and work areas.

# CULTURAL LANDSCAPES

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## **NPS Servicewide Mission Goal Ia7**

By September 30, 2005, 33.1% of the cultural landscapes on the current Cultural Landscapes Inventory with condition information are in good condition.

## **Park Long-Term Goal Ia07**

By September 30, 2005, 100% of Carlsbad Caverns National Park cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition.

## **Park Annual Goal Ia07 (CAVE 8)**

By September 30, 2002, 50% of Carlsbad Caverns National Park cultural landscapes on the 1999 Cultural Landscapes Inventory with condition information are in good condition.

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### ACHIEVEMENTS

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Goal was achieved.

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### ACCOMPLISHMENTS

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The Caverns Historic District Cultural Landscape Inventory was completed and is in good condition.

The Cultural Landscape Inventory for the Rattlesnake Springs Historic District is in the review process.

All Section 106 and other compliance for Rattlesnake Springs and the Caverns Historic District were completed.

# ARCHEOLOGICAL SITE MAINTENANCE

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## **NPS Servicewide Mission Goal Ia08**

By September 30, 2005, the natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

## **Park Long-Term Goal Ia08**

By September 30, 2005, the number of Carlsbad Caverns National Park known archeological sites in the National Park Service Archeological Sites Management Information System (ASMIS) without condition assessment, and/or not on ASMIS is 100% (121).

## **Park Annual Goal Ia08 (CAVE 9)**

By September 30, 2002, the number of Carlsbad Caverns National Park known archeological sites in the National Park Service Archeological Sites Management Information System (ASMIS) without condition assessment, and/or not on ASMIS is 100% (121).

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### ACHIEVEMENTS

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Goal was achieved. \$19,000 and 0.3 FTE were used.

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### ACCOMPLISHMENTS

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One hundred twenty one sites were listed in ASMIS in FY 2001.

All Section 106 and other compliance on all archeological sites was completed.

Archeological site records and condition assessments were not updated. No archeologist was on staff to update site records. Archeological site files were maintained to reflect compliance actions during the year.

# CAVE FLOOR RESTORATION

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## **NPS Servicewide Mission Goal Ia9B**

By September 30, 2005, 72,500 square feet of cave floors in parks is restored.

## **Park Long-Term Goal Ia9B**

By September 30, 2005, 2,500 (50%) of approximately 5,000 square feet of targeted cave floors within Carlsbad Caverns National Park, which were disturbed by human compaction or activities (as of FY00), will be restored.

## **Park Annual Goal Ia9B (CAVE 10)**

By September 30, 2002, 750 (15%) of approximately 5,000 square feet of targeted cave floors within Carlsbad Caverns National Park, which were disturbed by human compaction or activities (as of FY00), will be restored.

## **ACHIEVEMENTS**

Goal was achieved. \$195,000 and 2.9 FTE were used. Area restored approximately 1,000 square feet.

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## **ACCOMPLISHMENTS**

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A preliminary inventory of disturbed areas throughout Carlsbad Cavern continues.

A restoration plan that describes methods for restoring cave features is in progress.

Restoration efforts by volunteer groups continue on priority assigned projects.

# CAVE/KARST RESTORATION

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## **NPS Servicewide Mission Goal Ia09B**

By September 30, 2005, the natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

## **Park Long-Term Goal Ia09B**

By September 30, 2005, 101 (70%) of 145 miles of known miles of karst system in Carlsbad Caverns National Park are maintained in relatively pristine condition. (Note: Relatively pristine refers to less than 5% of cave features are impacted).

## **Park Annual Goal Ia09B (CAVE 11)**

By September 30, 2002, 100.76 (69.4%) of 145 miles of known miles of karst system in Carlsbad Caverns National Park are maintained in relatively pristine condition. (Note: Relatively pristine refers to less than 5% of cave features are impacted).

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### ACHIEVEMENTS

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Goal was achieved. \$403,000 and 5.5 FTE were used.

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### ACCOMPLISHMENTS

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With Lechuguilla Cave closed for much of this year, the number of trips into that cave were down, but a few scientific and management trips were conducted once the new entrance was completed.

In order to help protect caves of the park, we maintain about 15 miles of double flagged trails. Training includes the proper way of traveling through the off-trail areas of Carlsbad Cavern and all other caves.

We monitor floor impacts that may have happened from each volunteer group. We develop reports from these management related visits to various caves and areas.

We oversee a permit system that allows volunteers, employees, scientists and cavers to access park caves for recreational or work-related reasons. We also maintain registers in some backcountry caves to help document use patterns.

## **OTHER ACCOMPLISHMENTS**

### **Survey, exploration and inventory of park caves**

Cave Resources staff must prepare notes and data prior to these groups entering the caves as well as providing a cave orientation and safety briefings for each group to make sure that individuals

and cave resources are protected. After each expedition, reports must be evaluated and filed and survey and inventory data must be entered into the park databases. Staff also drafts maps of caves and cave areas from this data.

#### **Work with scientists, researchers and student groups**

The Cave Resources office oversees all research in the caves of the park. Cave Resources staff prepares notes and data prior to these groups entering the caves, as well as providing safety and resource orientations. Cave Resources staff accompanies most of these groups into the caves. After each expedition, the scientific data is entered into the park database.

#### **Inventory and Monitoring of Park Caves**

The Cave Resources office conducts inventory of backcountry caves and documents speleological features in backcountry caves, as well as developed caves in the park. Office personnel monitors cave environment features such as pool levels, water chemistry, infiltration rates, microbiology and cave microclimates in backcountry and developed caves.

# RESOURCE KNOWLEDGE

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## **NPS Servicewide Mission Goal Ib01**

By September 30, 2005, the National Park Service contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

## **Park Long-Term Goal Ib01**

By September 30, 2005, three (50%) of the six primary natural resource inventories identified in the FY95 Resource Management Plan for Carlsbad Caverns National Park (plant species, herpetological, small mammals, nesting birds, cave invertebrates and soil mapping) are completed.

## **Park Annual Goal Ib01 (CAVE 12)**

By September 30, 2002, one (15%) of the six primary natural resource inventories identified in the FY95 Resource Management Plan for Carlsbad Caverns National Park (plant species, herpetological, small mammals, nesting birds, cave invertebrates and soil mapping) are completed.

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### ACHIEVEMENTS

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Goal was not accomplished due to servicewide changes in the Inventory and Monitoring system for parks.

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### ACCOMPLISHMENTS

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The National Park Service Inventory and Monitoring system has taken away the park's individual efforts at inventory and monitoring and put it in to the Chihuahuan Desert Network (CDN) of six parks. Staff worked long and hard with the CDN on numerous scoping meetings, meetings with an USGS-BRD contractor on construction and review of a study plan.



# ARCHEOLOGICAL SITE INVENTORY

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## **NPS Servicewide Mission Goal Ib2A**

By September 30, 2005, archeological sites inventoried and evaluated are increased by 30% (from FY 1999 baseline of 48,188 sites to 62,644).

## **Park Long-Term Goal Ib2A**

By September 30, 2005, the number of Carlsbad Caverns National Park archeological sites inventoried, evaluated and listed on the National Park Service Archeological Sites Management Information System (ASMIS) is increased from 121 in FY99 to 170 (28%).

## **Park Annual Goal Ib2A (CAVE 13)**

By September 30, 2002, the number of Carlsbad Caverns National Park archeological sites inventoried, evaluated and listed on the National Park Service Archeological Sites Management Information System (ASMIS) is increased from 121 in FY99 to 121 (0%).

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### ACHIEVEMENTS

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The goal was not achieved.

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### ACCOMPLISHMENTS

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There is a major discrepancy as far a performance for this goal. The PMDS data, FY02 Annual Performance Plan (APP) and the 5-Year Strategic Plan all have different numbers identified for performance.

This will be corrected as part of the FY03 APP document.

# CULTURAL LANDSCAPE INVENTORY

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## **NPS Servicewide Mission Goal Ib2B**

By September 30, 2005, cultural landscapes inventoried and evaluated at Level II are increased by 136.4% (from FY 1999 baseline of 110 to 260).

## **Park Long-Term Goal Ib2B**

By September 30, 2005, the number of Carlsbad Caverns National Park cultural landscapes entered on the National Park Service Cultural Landscape Inventory (CLI) at Level II is increased from 0 in FY99 to 2.

## **Park Annual Goal Ib2B (CAVE 36)**

By September 30, 2002, the number of Carlsbad Caverns National Park cultural landscapes entered on the National Park Service Cultural Landscape Inventory (CLI) at Level II is increased from 0 in FY99 to 2.

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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One Cultural Landscape Inventory was received. We have not received the second report.

# LIST OF CLASSIFIED STRUCTURES (LCS) INVENTORY

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## **NPS Servicewide Mission Goal Ib2C**

By September 30, 2005, 100% of the historic structures have updated information (FY 1999 baseline 24,225 of 24,225).

## **Park Long-Term Goal Ib2C**

By September 30, 2005, all 30 (100%) of Carlsbad Caverns National Park historic structures on the FY99 List of Classified Structures have updated information in their LCS files.

## **Park Annual Goal Ib2C (CAVE 14)**

By September 30, 2002, six (20%) of Carlsbad Caverns National Park historic structures on the FY99 List of Classified Structures have updated information in their LCS files.

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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No employee on staff qualified to update LCS records. No work was done on this goal.

# MUSEUM OBJECTS CATALOGED

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## **NPS Servicewide Mission Goal Ib2D**

By September 30, museum objects cataloged are increased by 35.9% (from FY 1999 baseline of 37.3 million to 50.7 million).

## **Park Long-Term Goal Ib2D**

By September 30, 2005, 50% of the 951,083 objects in the Carlsbad Caverns National Park museum collection are cataloged and submitted to the National Catalog.

## **Park Annual Goal Ib2D (CAVE 15)**

By September 30, 2002, 190,217 (20%) of the 951,083 objects in the Carlsbad Caverns National Park museum collection are cataloged and submitted to the National Catalog.

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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Carlsbad Caverns National Park museum catalog increased to 973,966 objects.

Accessioned 35 new collections (932 objects), and added 80 (16,326 objects) cataloged records. Corrected 58 accession and 192 catalog records.

133,920 objects of the Cave Resources and Biological Resources archives were separated and/or re-housed.

The cultural resources branch is short one position.

# ETHNOGRAPHIC RESOURCE INVENTORY

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## **NPS Servicewide Mission Goal Ib2E**

By September 30, 2002, ethnographic resources inventory is increased 634% (from FY 1999 baseline of 400 to 2,938).

## **Park Long-Term Goal Ib2E**

By September 30, 2005, the number of Carlsbad Caverns National Park ethnographic resources inventoried, evaluated and entered on the National Park Service Ethnographic Resource Inventory (ERI) is increased from 0 in FY99 to two (200%).

## **Park Annual Goal Ib2E (CAVE 16)**

By September 30, 2002, the number of Carlsbad Caverns National Park ethnographic resources inventoried, evaluated and entered on the National Park Service Ethnographic Resource Inventory (ERI) is 0.

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### ACHIEVEMENTS

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Goal was achieved. \$10,000 and 0.1 FTE were used.

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### ACCOMPLISHMENTS

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Limited research and related project proposal preparation were activities that were directed towards this goal.

# HISTORIC RESEARCH

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## **NPS Servicewide Mission Goal Ib2F**

By September 30, 2005, 31% of parks have historical research that is current and completed to professional standards (117 of 379).

## **Park Long-Term Goal Ib2F**

By September 30, 2005, Carlsbad Caverns National Park's Historic Resource Study (HRS) and Administrative History are completed to professional standards and current (approved since 1980).

## **Park Annual Goal Ib2F (CAVE 17)**

By September 30, 2002, Carlsbad Caverns National Park's Historic Resource Study (HRS) and Administrative History are completed to professional standards and current (approved since 1980).

## **ACHIEVEMENTS**

Goal was achieved. \$19,816 and 0.35 FTE were used.

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## **ACCOMPLISHMENTS**

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Project statements and funding proposals for an Administrative History for the park were developed and submitted.

Work proceeded on a park Historic Thematic Framework and Research needs list instead of Cultural Resource Bibliography (CRBIB) that is not yet fully developed for park-level use.

## GOAL CATEGORY II

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### PROVIDE FOR THE PUBLIC ENJOYMENT AND VISITOR EXPERIENCE OF PARKS



# VISITOR SATISFACTION

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## **NPS Servicewide Mission Goal IIa1**

By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

## **Park Long-Term Goal IIa1**

By September 30, 2005, 99% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

## **Park Annual Goal IIa1 (CAVE 19)**

By September 30, 2002, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

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### ACHIEVEMENTS

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Goal was achieved using \$1,413,000 and 35.5 FTE.

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### ACCOMPLISHMENTS

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The SE&VS division provided general orientation and information, cave tour orientation and elevator operations for 472,669 visitors.

99% of survey visitors reported that they were satisfied with park facilities, services and recreational opportunities provided by the park.



# VISITOR SAFETY

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## **NPS Servicewide Mission Goal IIa2**

By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days (a 16% decrease from the FY 1992-FY 1996 baseline of 9.48 per 100,000 visitor days).

## **Park Long-Term Goal IIa2**

By September 30, 2005, the number of Carlsbad Caverns National Park accidents/incidents is reduced from the FY92-96 five-year annual average of 4.2 to 3.

## **Park Annual Goal IIa2 (CAVE 20)**

By September 30, 2002, the number of Carlsbad Caverns National Park accidents/incidents is reduced from the FY92-96 five-year annual average of 4.2 to 4.

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### ACHIEVEMENTS

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Goal was exceeded. \$717,000 and 10.6 FTE were used.

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### ACCOMPLISHMENTS

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The park maintains the facilities, including buildings, roads, elevators, trails, etc. to ensure they are safe and as free from hazards as possible. The staff provides safety messages (both personal and non-personal) regarding potential inherent hazards in the environment (cave have steep trails, uneven footing, low ceilings, etc.) and during travel (wildlife on roads).

To support visitor safety the park has an extensive emergency medical program with trained First Responders and Emergency Medical Technicians. The park provides training and continuing education programs.

Patrol coverage of the surface and underground areas provide protection to visitors and resources.

There was one reportable accident.

# VISITOR UNDERSTANDING AND APPRECIATION

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## **NPS Servicewide Mission Goal Iib1**

By September 30, 2005, 86% of park visitors understand and appreciate the significance of the park they are visiting.

## **Park Long-Term Goal Iib1**

By September 30, 2005, 80% of Carlsbad Caverns National Park visitors understand and appreciate the significance of the Park.

## **Park Annual Goal Iib1 (CAVE 21)**

By September 30, 2002, 70% of Carlsbad Caverns National Park visitors understand and appreciate the significance of the park.

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### ACHIEVEMENTS

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The goal was achieved using \$1,814,000 and 36.8 FTE.

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### ACCOMPLISHMENTS

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The I&VS division provided 3,326 interpretive programs for park visitors. 85% of surveyed visitors revealed an understanding and appreciation for the significance of Carlsbad Caverns National Park.

Programs ranged from self-guided and Ranger-guided tours, Bat Flight programs, demonstrations, audio-visual programs and programs targeted specifically at children.

Ranger-guided tours, funded by a cost-recovery Fee Interpretation program included lantern tours, flashlight tours and adventure caving tours.

Cave Resources staff members provided information for the interpretive staff through a series of newsletters, *Canyons & Caves*. These newsletters were produced to keep park staff and other interested parties aware of recent research and other important stewardship information.

# EDUCATIONAL PROGRAMS

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## **NPS Servicewide Mission Goal Iib1X**

By September 30, 2005, 95% of students participating in formal NPS educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its programs.

## **Park Long-Term Goal Iib1X**

By September 30, 2005, 95% (10,450) of 11,000 participants in formal Carlsbad Caverns National Park educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its programs.

## **Park Annual Goal Iib1X (CAVE 22)**

By September 30, 2002, 80% (8,800) of 11,000 participants in formal Carlsbad Caverns National Park educational programs understand America's cultural and natural heritage as preserved by the National Park Service and its programs.

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### ACHIEVEMENTS

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This goal was not achieved.

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### ACCOMPLISHMENTS

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The education specialist position was vacant for the year. Any educational programs were absorbed as part of the regular Stewardship Education and Visitor Services activities.

## GOAL CATEGORY IV

### ENSURE ORGANIZATIONAL EFFECTIVENESS



# PERSONAL PROPERTY MANAGEMENT

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## **NPS Servicewide Mission Goal IVa0**

By September 30, 2005, the National Park Service uses current management practices, systems and technologies to accomplish its mission.

## **Park Long-Term Goal IVa0**

By September 30, 2005, 80% of Carlsbad Caverns National Park personal property management will be fully accounted for through utilization of the Fixed Asset Subsystem.

## **Park Annual Goal IVa0 (CAVE 33)**

By September 30, 2002, 20% of Carlsbad Caverns National Park personal property management will be fully accounted for through utilization of the Fixed Asset Subsystem.

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### ACHIEVEMENTS

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Goal was achieved.

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### ACCOMPLISHMENTS

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This was accomplished by conducting physical inventories, preparing Reports of Survey, eliminating excess property, selling excess vehicles and disposing of outdated equipment.

# PERFORMANCE STANDARDS LINKED TO GOALS AND POSITION COMPETENCIES

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## **NPS Servicewide Mission Goal IVa3A**

By September 30, 2005, 95% of NPS employees demonstrate that they fully meet their competency requirements.

## **Park Long-Term Goal IVa3A**

By September 30, 2005, all 85 FTEs (100%) of Carlsbad Caverns National Park permanent and term employee standards are linked to appropriate strategic and annual performance goals and position competencies.

## **Park Annual Goal IVa3A (CAVE 23)**

By September 30, 2002, 85 (100%) of Carlsbad Caverns National Park permanent and term employee standards are linked to appropriate strategic and annual performance goals and position competencies.

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### ACHIEVEMENTS

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Goal was achieved.

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### ACCOMPLISHMENTS

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Carlsbad Caverns National Park achieved 100% of the permanent and term employees Performance Standards linked to the appropriate park GPRA strategic and annual performance goals.

Managers and supervisors were provided information on writing and rating performance standards for their employees.

## DIVERSITY GOALS IV<sub>a</sub>4A-D

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**Parks no longer report to these goals, Washington report to the diversity goals.**

# LOST TIME INJURY RATE (EMPLOYEE SAFETY)

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## **NPS Servicewide Mission Goal IVa6A**

By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).

## **Park Long-Term Goal IVa6A**

By September 30, 2005, employee lost time injuries at Carlsbad Caverns National Park are reduced from the FY92-FY96 five-year average of 4 to 3.

## **Park Annual Goal IVa6A (CAVE 28)**

By September 30, 2002, employee lost time injuries at Carlsbad Caverns National Park are maintained at the FY92-FY96 five-year average of 4.

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### ACHIEVEMENTS

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Goal was achieved.

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### ACCOMPLISHMENTS

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Data available shows only 2 lost-time accidents. This may need to be corrected to reflect a larger number of lost-time accidents.



# WORKER'S COMPENSATION COSTS (EMPLOYEE SAFETY)

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## **NPS Servicewide Mission Goal IVa6B**

By September 30, 2005, the servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100 hours.

## **Park Long-Term Goal IVa6B**

By September 30, 2005, the Carlsbad Caverns National Park total number of hours of Continuation of Pay (COP) will be at or below the FY92-FY96 five-year annual average of 361.80.

## **Park Annual Goal IVa6B (CAVE 29)**

By September 30, 2002, the Carlsbad Caverns National Park total number of hours of Continuation of Pay (COP) will be at or below the FY92-FY96 five-year annual average of 361.80.

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### ACHIEVEMENTS

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The goal was not achieved.

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### ACCOMPLISHMENTS

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Data available shows 568 hours of COP for employees. This number may be higher.

# VOLUNTEER HOURS

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## **NPS Servicewide Mission Goal IVb1**

By September 30, 2005, increase by 44.7% the number of volunteer hours (from 3.8 million hours in 1997 to 5.5 million hours).

## **Park Long-Term Goal IVb1**

By September 30, 2005, the number of Carlsbad Caverns National Park volunteer hours is increased from 17,104 in FY97 to 18,814 (10% increase).

## **Park Annual Goal IVb1 (CAVE 31)**

By September 30, 2002, the number of Carlsbad Caverns National Park volunteer hours is increased from 17,104 in FY97 to 17,788 (4% increase).

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### ACHIEVEMENTS

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Goal was not achieved.

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### ACCOMPLISHMENTS

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For Fiscal Year 2002, volunteers donated 12,107 hours of their time, skills and energy.

Among other accomplishments, volunteers spent many hours in the field collecting data, transcribing oral histories, compiling research data, surveying, exploring, and restoring miles of cave passage; and assisting thousands of visitors. Of special note, through a collaborative effort with many agencies and donors, more than 60 children from local communities attended summer day camps. During these camps, among other volunteer activities, they developed their writing and artistry skills with the guidance of park employees and adult volunteers to produce an educational publication called *ParKids Magazine*. The magazine is distributed for free in the area and to park visitors.

The VIP program fell short of the projected GPRA goal for FY2002. Some of the shortage could be explained by the closure of Lechuguilla Cave due to the replacement of the entrance culvert. Access to the cave resumed at the end of FY 2002. With this, more work will occur and volunteer hours will accumulate. Another reason there were fewer volunteer hours is that in FY 2002, due to projects with more priority, there were no surface-trail rehabilitation projects that were usually done by volunteer groups.

# CASH DONATIONS & GRANTS

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## **NPS Servicewide Mission Goal IVb2A**

By September 30, 2005, cash donations are increased by 3.6% (from \$14,476 million in 1998 to \$15 million).

## **Park Long-Term Goal IVb2A**

By September 30, 2005, cash donations to Carlsbad Caverns National Park are maintained at the FY99 level of \$17,639.

## **Park Annual Goal IVb2A (CAVE 32)**

By September 30, 2002, cash donations to Carlsbad Caverns National Park are maintained at the FY99 level of \$17,639.

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### ACHIEVEMENTS

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Goal was not achieved. \$6,282 was collected.

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### ACCOMPLISHMENTS

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No special activities were used to increase cash donations during FY2002.

## COOPERATING ASSOCIATION DONATED VALUE

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### **NPS Servicewide Mission Goal IVb2C**

By September 30, 2005, the value of donations, grants, and services from Cooperating Associations is increased by 35% (from \$19 million in 1997 to \$25.6 million).

### **Park Long-Term Goal IVb2C**

By September 30, 2005, the cash value of in-kind donations, grants, and services to Carlsbad Caverns National Park from the Carlsbad Caverns Guadalupe Mountains Association is increased from \$125,720 in FY97 to \$165,000 (24%).

### **Park Annual Goal IVb2C (CAVE 34)**

By September 30, 2002, the cash value of in-kind donations, grants, and services to Carlsbad Caverns National Park from the Carlsbad Caverns Guadalupe Mountains Association is increased from \$28,900 in FY97 to \$60,000 (108%).

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### ACHIEVEMENTS

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The goal was not achieved.

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### ACCOMPLISHMENTS

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The park's cooperating association, Carlsbad Caverns-Guadalupe Mountains Association, donated \$102,000 to the park in support of interpretation. Funding covered printing the park newspaper, Junior Ranger materials, interpretive materials and library materials. Additionally, the audio guide program is supported and staffed by the Association.

\*Note: Numbers in the APP, 5-Year Strategic Plan and the PMDS program do not agree.

# SUMMARY

GOAL #	PARK #	GOAL TITLE	ACHIEVED	NOT ACHIEVED	REASON
Ia0	30	Fire Management		X	Preparing new FMP.
Ia1A	1	Disturbed Land Restoration		X	Need to identify targeted areas.
Ia1B	2	Exotic Plant Management	X		
Ia2B	3	Threatened and Endangered Species	X		
Ia2X	4	Species of Special Concern		X	Work was done but goal not met.
Ia3	35	Air Quality	X		
Ia4	5	Water Quality	X		
Ia5	6	Historic Structures	X		
Ia6	7	Museum Collections		X	Need criteria identified.
Ia7		Cultural Landscapes	X		
Ia08	9	Arch Site Maintenance	X		
Ia9B	10	Cave Floor Restoration	X		
Ia09B	11	Cave/Karst Restoration	X		
Ib01	12	Resource Knowledge		X	Priorities changed.
Ib2A	13	Arch Site Inventory		X	Staffing shortages.
Ib2B	36	Cultural Landscape Inventory		X	One inventory reviewed, awaiting second report.
Ib2C	14	LCS Inventory		X	No expertise available.
Ib2D	15	Museum Objects Cataloged		X	Staffing was less than anticipated.
Ib2E	16	Ethnographic Resource Inventory	X		
Ib2F	17	Historic Research	X		No work was done towards this goal.
Ib3		Vital Signs	X		No work was done towards this goal.
IIa1	19	Visitor Satisfaction	X		
IIa2	20	Visitor Safety	X		
IIb1	21	Visitor Understanding and Appreciation	X		
IIb1X	22	Educational Programs		X	Position vacant.
IVa0	33	Personal Property Management	X		
IVa3A	23	Performance Standards	X		
IVa4 A-D	24-27	Diversity (Permanent)			Park no longer reports to these goals,

GOAL #	PARK #	GOAL TITLE	ACHIEVED	NOT ACHIEVED	REASON
					Washington does.
IVa6A	28	Lost Time Injury Rate	X		Data says we met, maybe not.
IVa6B	29	Worker's Compensation Rates		X	Two major COP injuries.
IVb1	31	Volunteer Hours		X	Lechuguilla was closed and fewer projects available.
IVb2A	32	Cash Donations and Grants		X	General cash donations were down.
IVb2C	34	Cooperating Association Donated Value		X	Need to review data numbers to correct.
Total			18/32	14/32	2 need data